

IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF DELAWARE

WILLIAM HANSON, III

Plaintiff,

v.

LOWE'S HOME CENTERS, INC., et al.

Defendants.

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CIVIL ACTION  
NO. 05-0046 (JJF)

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APPENDIX TO PLAINTIFF'S ANSWERING BRIEF IN OPPOSITION  
TO DEFENDANT'S MOTION FOR SUMMARY JUDGMENT

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Dated: 1-30-06

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IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF DELAWARE

WILLIAM HANSON, III, : CIVIL ACTION

Plaintiff :

v. :

LOWE'S HOME CENTERS, :

INC., and DDP HOLDINGS:

INC., f/k/a IDEAL

MERCHANDISING & SERVICES

UNLIMITED, INC., :

Defendants : NO. 05-0046-JJF

Wednesday, November 2, 2005

Wilmington, Delaware

EXAMINATION OF  
WILLIAM HANSON, III

TAKEN BY: Maria N. Damiani, RMR, CSR

ESQUIRE DEPOSITION SERVICES  
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1600 John F. Kennedy Boulevard  
Philadelphia, Pennsylvania 19103  
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1  
2  
3 Oral deposition of  
4 WILLIAM HANSON, III, taken  
5 pursuant to notice, was held at  
6 the law offices of BALLARD SPAHR  
7 ANDREWS & INGERSOLL, LLP, 919  
8 Market Street, Wilmington,  
9 Delaware 19806, beginning at 10:34  
10 a.m., on the above date, before  
11 MARIA NOELLE DAMIANI, Registered  
12 Merit Reporter, Certified  
13 Shorthand Reporter (DE License No.  
14 RPR-117, Exp. 12/08) and Notary  
15 Public.  
16  
17  
18  
19  
20  
21  
22  
23  
24

A P P E A R A N C E S :

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DDP Holdings, Inc., f/k/a Ideal  
Merchandising & Services  
Unlimited, Inc.

WILLIAM HANSON,

1 A. No, sir.

2 Q. Okay. What did you do after  
3 you were laid off from Spectrum?

4 A. I went to Ideal  
5 Merchandising.

6 Q. How soon after you left  
7 Spectrum did you go to Ideal?

8 A. One month.

9 Q. Do you remember when that  
10 was?

11 A. I don't remember the date,  
12 but it was in October of 2003.

13 Q. Okay. How did you find out  
14 about a job at Ideal?

15 A. That's an interesting  
16 question. Uhm, actually, you would think  
17 that I would have found out, uhm, through  
18 word of mouth, but, uhm, actually, it was  
19 advertised on NARMS dot com.

20 Q. NARMS?

21 A. NARMS.

22 Q. NARMS?

23 A. NARMS, it's a search engine  
24 for vendor management. Actually, all

WILLIAM HANSON,

1 they do is place workers for vending  
2 jobs, whether it be vending at a retail  
3 store, wholesale store, and they had an  
4 opening, and I put posted my resume on  
5 NARMS.

6 Q. Is it N-a-r-m-s?

7 A. N-a-r-m-s.

8 Q. Then what did you do to  
9 apply, you posted it on the Internet?

10 A. Yes, sir.

11 Q. Then did somebody contact  
12 you from Ideal?

13 A. Jeremy Leaman.

14 Q. What did he say to you? Did  
15 he contact you by phone?

16 A. Yes, sir.

17 Q. What did he tell you?

18 A. He said that they had an  
19 opening in the Dover and Middletown  
20 position, and if I was interested, to  
21 meet him in Middletown to go over what  
22 the job would entail.

23 Q. Did you know before then  
24 that the job would entail being in a

WILLIAM HANSON,

1 Lowe's store?

2 A. Yes, sir.

3 Q. How did you know that?

4 A. He said that.

5 Q. Okay. When he contacted  
6 you, he told you that it would involve  
7 vending in a Lowe's store?

8 A. Yes, sir.

9 Q. And he said it would be the  
10 Dover and Middletown stores?

11 A. Yes, sir.

12 Q. Okay. And he said meet me  
13 at Middletown?

14 A. Yes.

15 Q. Did you meet him there?

16 A. Yes.

17 Q. What happened there?

18 A. I met him in Middletown at  
19 -- and he just basically walked me  
20 through what I would do.

21 Ideal Merchandising  
22 consisted of two departments, a plumbing  
23 and an electrical department, and he was  
24 very informative. He walked me over each

WILLIAM HANSON,

1 aisle on what I would exactly be doing  
2 with Ideal Merchandising. He did  
3 plumbing and electrical.

4 And I was surprised, he  
5 expedited everything that day. He said  
6 if I was interested that, uhm, I could  
7 start, I think he said, like next week or  
8 something like that. I might have  
9 started the next week, but he pretty much  
10 said I could start at the time that he  
11 had offered and so I took that offer.

12 Q. So he offered you the job on  
13 that same day?

14 A. Yes, sir.

15 Q. And you accepted it that  
16 same day?

17 A. Yes, sir.

18 Q. What was the title of your  
19 position there?

20 A. Merchandiser.

21 Q. Who did you report to?

22 A. Jeremy Leaman.

23 Q. Did you report to him for  
24 the entire time that you worked for

WILLIAM HANSON,

1 Ideal?

2 A. Yes, sir. On a footnote, we  
3 would have Ideal Merchandising -- like  
4 when I did work, whether I would be --  
5 like one day I would do plumbing, one day  
6 electrical, I would have that department  
7 manager sign off, not necessarily  
8 reporting to him or her, per se, but they  
9 would sign off on my PDA or paperwork.

10 Q. I'm sorry, what was the  
11 first term you used?

12 A. PDA.

13 Q. What does that stand for?

14 A. That's a -- a -- wow, that's  
15 a --

16 MS. CLEMONS: Personal  
17 digital assistant.

18 THE WITNESS: Thank you. I  
19 couldn't even think. Thank you.  
20 That's what it is.

21 BY MR. LEAHY:

22 Q. Personal digital assistant?

23 A. Yes, sir.

24 Q. So if you worked in the

WILLIAM HANSON,

1 plumbing department, the plumbing  
2 department manager would sign off on your  
3 digital assistant to indicate that you  
4 had worked there for the day?

5 A. Yes, sir.

6 Q. And the same with the  
7 electrical?

8 A. Yes, sir.

9 Q. Okay. And by plumbing  
10 department manager and electrical  
11 department manager, you mean the Lowe's  
12 employee?

13 A. Yes, sir.

14 Q. Okay.

15 A. But, again, on the footnote,  
16 they did not give me any directives on  
17 what I had to do because I strictly  
18 reported with Jeremy Leaman. He gave  
19 me -- on the PDA there would be  
20 activities on what I would have to do and  
21 on the paperwork there would be  
22 activities on what I would have to do, so  
23 I had work assigned to him, therefore, I  
24 reported to him, and he would expect a

WILLIAM HANSON,

1 call on a daily basis, like wanting to  
2 know what was going on and stuff.

3 Q. Okay. So what were your  
4 responsibilities as merchandiser?

5 A. I loved it, actually, even  
6 though it was -- it wasn't the glorified  
7 role I had before as market sales  
8 manager, I loved what I did because I did  
9 what the Lowe's employees wouldn't do or  
10 too often. I would be responsible for  
11 marketing, which is basically -- I had  
12 everything.

13 Any type of display, I was  
14 responsible to make sure the display was  
15 clean, was colorful, was, you know --  
16 just basically sold the merchandise. I  
17 was also responsible for the beams to be  
18 painted the Lowe's color, which is like a  
19 -- well, the beam color is a certain kind  
20 of gray. There's different gray  
21 schematics, but it was the Lowe's color  
22 gray, so I was responsible to make sure  
23 that the beams were flush gray.

24 Q. What do you mean by "beams"?

WILLIAM HANSON,

1           A.       Beams are the beams that  
2 hold the product -- I shouldn't say that,  
3 actually, the overlay, which is like the  
4 wood that goes -- the wood that's  
5 underneath the product. These beams hold  
6 the -- they are like part of the shelf  
7 unit. These beams hold the wooden slab  
8 that holds the product, so they're  
9 support units.

10           Q.       Okay.

11           A.       So all I did was basically  
12 make a lot of bench stickers, small  
13 stickers, beam stickers, a little bit  
14 bigger stickers where the price is. As  
15 part of my job, it was to make sure the  
16 prices were accurate, make sure the  
17 stickers were flush and they were not  
18 torn off or scratched, that everything  
19 was where it was supposed to be, product  
20 was supposed to be where that item number  
21 was.

22                   And, uhm, to go along with  
23 that, the whole schematics of that bay  
24 was my overseeing, making sure, like I

WILLIAM HANSON,

1 said, the display was perfect, making  
2 sure the brochures was fully stocked with  
3 brochures, the beam was a Lowe's color  
4 gray, nice color, the stickers were brand  
5 new. I also had to do the stocking, too,  
6 to make sure everything was brought down  
7 in order.

8 I liked doing it, to be  
9 honest with you.

10 Q. Were there specific products  
11 that were responsible for working for  
12 Ideal?

13 A. Yeah, I oversee like  
14 electrical and GE and Buss -- like GE,  
15 the brand, Buss, B-u-s-s, the brand,  
16 dealing with the fuses and the electrical  
17 plumbing, American Valve, uhm, and all  
18 the PVC pipes, pretty much everything --  
19 all the small components pretty much in  
20 plumbing. Quest, the copper, black iron.  
21 I mean, I did everything. I did a lot of  
22 the smaller units in plumbing and  
23 electrical.

24 Q. Okay. And which stores did

WILLIAM HANSON,

1 you work in?

2 A. Middletown and Dover.

3 Q. Just those two?

4 A. Yes, sir.

5 Q. How often would you be at  
6 each store?

7 A. The way my -- my district  
8 manager, Jeremy Leaman, had it set up,  
9 two days in Middletown, two days in  
10 Dover.

11 Q. Okay. And then what would  
12 you do the next day, just continue to  
13 rotate?

14 A. Actually, it was kind of  
15 weird. Monday and Tuesday would be  
16 Middletown, Wednesday I would have off,  
17 Thursday and Friday I would have Dover.

18 Q. Okay.

19 A. Weekends off.

20 Q. Okay. So you worked four  
21 days a week?

22 A. Yes, sir.

23 Q. How many hours a day did you  
24 work?

WILLIAM HANSON,

1 Q. Okay. I would like to go  
2 through some of the things that you have  
3 in here. Okay?

4 A. Yes.

5 Q. The first thing I would like  
6 you to do is turn to the second page.  
7 Look at paragraph 10.

8 A. (Witness complies with  
9 request.)

10 Q. Paragraph 10 says, plaintiff  
11 is an Asian American male whose national  
12 origin is partially Korean.

13 A. Yes, sir.

14 Q. So that's your national  
15 origin?

16 A. Yes, sir.

17 Q. What do you mean by  
18 "partially Korean"?

19 A. I'm half Korean.

20 Q. Half Korean?

21 A. On my mom's side.

22 Q. Is your mother Korean?

23 A. Yes, sir.

24 Q. And your father is not?

WILLIAM HANSON,

1 A. Correct.

2 Q. What is your father's  
3 national origin?

4 A. Caucasian.

5 Q. Did you ever tell anybody at  
6 Lowe's that that was your national  
7 origin?

8 A. I can't -- off the top of my  
9 head, I don't remember actually saying,  
10 hey, I'm half Korean, but I do know if  
11 people will ask me, I will tell them that  
12 I am half Korean. I don't have nothing  
13 to hide.

14 Q. Do you know if anybody at  
15 Lowe's ever asked you what your national  
16 origin or your race was?

17 A. Oh, if they did, I'm not  
18 going to remember at this time.

19 Q. You don't remember?

20 A. I don't -- correct, I don't  
21 remember.

22 Q. Okay. I just wanted to be  
23 clear that you were not refusing to  
24 remember for me, you just don't remember?

WILLIAM HANSON,

1 A. Right, I don't remember.

2 Q. Okay. Take a look at  
3 paragraph 12, and paragraph 12 says, at  
4 all times relevant to this complaint,  
5 plaintiff was qualified for his job  
6 position and satisfactorily performed all  
7 duties of his position.

8 A. Yes, sir.

9 Q. Is that correct?

10 A. That's correct.

11 Q. And that's while you worked  
12 for Ideal?

13 A. Yes, sir.

14 Q. Did anybody ever tell you  
15 that you had done something incorrectly  
16 when you worked for Ideal?

17 A. Coming from an Ideal  
18 personnel or Lowe's? Personnel.

19 Q. Ideal personnel first.

20 A. When I, uhm, called  
21 corporate on Yvette.

22 Q. Okay. Tell me about that.

23 A. Uhm, I was -- I was at the  
24 computer and I was doing cycle counts

WILLIAM HANSON,

1 because that's how I find out -- that's  
2 how I find out about inventory is by  
3 actually using the Lowe's computer.

4 Then Yvette goes by and she  
5 goes, you want to do any work today, boy?  
6 I didn't know who it was, but I --  
7 electrical has a desk that's kind of  
8 hidden. I mean, it's kind of like  
9 recessed, and the light fixtures were --  
10 I mean, you wouldn't even know it's a  
11 desk, but there's a -- there's the  
12 divider where it is a desk.

13 And then I looked back and  
14 she was walking towards customer service  
15 and she turns around and says, yeah,  
16 that's right, I'm talking to you, boy.

17 So, I mean, I knew that, I  
18 mean -- I mean, I had problems with her,  
19 but -- but that broke the straw on the  
20 camel's back, so I called corporate on  
21 her.

22 Q. Who is corporate?

23 A. Lowe's corporate office out  
24 of Chapel Hill, North Carolina, and I

WILLIAM HANSON,

1 called and I told them exactly what had  
2 transpired, that -- that was one of --  
3 I'm talking about Ideal Merchandising,  
4 not Spectrum or Lowe's. That was one of  
5 like a half a dozen, if not more,  
6 incidents that I had with her just with  
7 Ideal, and keeping in mind, I'm new with  
8 Ideal going through Lowe's.

9 And I just basically called  
10 corporate to let them know that I felt I  
11 was in a hostile work environment. I was  
12 not comfortable. I'm getting -- you  
13 know, Yvette is the store manager and she  
14 is not very professional towards me. She  
15 has demeaning remarks towards me and I'm  
16 just very uncomfortable and this needs to  
17 stop, something has to stop.

18 And whatever they  
19 documented, it did get back to her.

20 Q. Okay. Now, what I asked you  
21 initially was, though, had anybody from  
22 Ideal ever told you that you had done  
23 something incorrectly --

24 A. That's correct.

WILLIAM HANSON,

1 Q. -- during the time that you  
2 worked there? Tell me how somebody told  
3 you that you had done something  
4 incorrectly.

5 A. Well, Jeremy me called  
6 because he heard it from Yvette, and he  
7 had called me to say, did you call  
8 corporate on Yvette?

9 And I said, yes, I did. I  
10 can't take it no more.

11 He goes, well, you shouldn't  
12 have done that. You should have called  
13 me first and let me handle that.

14 Q. Okay. What did you say?

15 A. I said -- actually, uhm,  
16 actually, it was like the day before I  
17 called him to let him know that I had  
18 called corporate. I guess he didn't make  
19 a big deal out of it because that day he  
20 didn't get a call from corporate or  
21 Yvette, it was like the next day that he  
22 called me back.

23 And I said, well, I told you  
24 about it.

WILLIAM HANSON,

1 Well, he said, yeah, I heard  
2 it from Yvette. Next time you got to go  
3 through me.

4 I'm like, is that really  
5 necessary?

6 He said, yes, next time, and  
7 he also said Yvette wants you to go and  
8 apologize to her for that, and I said,  
9 Jeremy, you know I can't do that. I'm  
10 not going to make something like that up.  
11 She called me boy twice and said it in a  
12 demeaning way, and she is on the wrong.  
13 You can take it like you want, but I'm  
14 not going to go to the office and  
15 apologize to her, and I am going to call  
16 corporate again if it happens again.

17 Q. So even though he had said  
18 to go through him next time, you still  
19 said you were going to call corporate  
20 again?

21 A. I said I'm going to have to  
22 call corporate.

23 Q. What did he say?

24 A. He goes, well, the chain of

WILLIAM HANSON,

1 Q. Okay. So Paul was there and  
2 then he left while you were there?

3 A. Yes, sir.

4 Q. Okay. Let me ask you to  
5 take a look at paragraph 14.

6 A. Yes.

7 Q. It says, during the period  
8 of his employment, plaintiff was  
9 subjected to constant harassment by  
10 agents of defendant, Lowe's; namely,  
11 store manager Yvette, and I take it you  
12 mean Yvette Schreiber?

13 A. Yes, sir.

14 Q. A white American female and  
15 assistant store manager, Linda Myer, I  
16 think you mean Linda Myers, also a white  
17 American female?

18 A. Yes, sir.

19 Q. Okay. What kind of  
20 harassment were you subjected to by  
21 Yvette Schreiber during the time that you  
22 worked for Ideal?

23 A. The main case is when I was  
24 -- I mean, this is just -- I mean, I just

WILLIAM HANSON,

1 never expected I would go through this  
2 with a store manager or any professional,  
3 but supposed to be a professional, but I  
4 was in the electrical department doing  
5 the switch covers, I mean, it's -- the  
6 work can be tedious. Pretty much all the  
7 cover plates have brass, plastic, so on  
8 and so forth. That is all I was doing  
9 that day, not necessarily doing cycle  
10 counts or inventory, just making  
11 everything look good, because those boxes  
12 are small and they get messed up and they  
13 are in little plastic sleeves. It's one  
14 of the hardest things to do, but I pretty  
15 much just made sure all the plates were  
16 in the right place and just -- basically  
17 just trying to make it look good.

18 It's hard when you are  
19 dealing with small components, but in a  
20 nutshell -- and I -- I had two shopping  
21 carts full of boxes, and I was  
22 consistently working in that aisle, and I  
23 usually stay in that aisle for a couple  
24 of hours. And she goes by, and to put a

WILLIAM HANSON,

1 damper on my day, she goes, this -- this  
2 section looks like shit, excuse my  
3 language. That's what she said verbatim,  
4 this section looks like shit, you need to  
5 do a better job, not even saying a hi,  
6 not even saying what are you doing or  
7 anything, and then she left.

8 Q. How did the section look?

9 A. Average. I will say that on  
10 a footnote, because it's not like there  
11 was boxes all the over the place. The  
12 boxes I had were in my two shopping  
13 carts, and that aisle is never a hundred  
14 percent, but I assure you, it was a lot  
15 better looking than the day before.

16 Q. So she wasn't happy with the  
17 way it looked?

18 A. She wasn't happy with the  
19 way it looked.

20 Q. Okay. Did anybody witness  
21 that?

22 A. He probably won't fess(sic)  
23 to it, but Keith Dominick.

24 Q. What do you mean by "he

WILLIAM HANSON,

1 probably won't fess to it"?

2 A. Because he's my -- my -- my  
3 -- you see, when I talk to Keith, Keith  
4 is a young guy trying to move up in the  
5 Lowe's company ladder. He's moved up  
6 progressively because of Yvette. I know  
7 this because I talked to him.

8 Whether he will admit to it  
9 or not, that's on him, but he did witness  
10 that.

11 Q. Was he there when it  
12 happened?

13 A. Yes, sir.

14 Q. You don't know whether he  
15 would admit to it or not?

16 A. Correct.

17 Q. Okay. Are there any other  
18 witnesses?

19 A. No, sir.

20 Q. Do you remember when that  
21 happened?

22 A. Like I would not be able to  
23 give you any accurate date on any of  
24 this, but all I can tell you is it was

WILLIAM HANSON,

1 within either the first or second month  
2 working for Ideal.

3 Q. And you started there  
4 October of 2003?

5 A. Yes.

6 Q. So it was October or  
7 November of 2003?

8 A. Yes, sir.

9 Q. And do you think that Yvette  
10 said to you, this section looks like  
11 shit, because you're a male?

12 A. Yes, sir.

13 Q. I'm sorry?

14 A. Yes, sir.

15 Q. Why do you think it was  
16 because you were a male?

17 A. Because the whole time that  
18 I worked for -- I will stay with Ideal  
19 Merchandising, but it also applies to  
20 when I was a vendor before, and it also  
21 applies to when I was a vendor there  
22 before and it also applies to when I was  
23 a Lowe's employee there before, because  
24 you don't -- I never ever accounted her

WILLIAM HANSON,

1 chastising or demoralizing other females  
2 as opposed to the males. I mean, she  
3 would talk to us like -- like, uhm, like  
4 one guy said it best, a quote from Mike  
5 when I was Spectrum, that she talked to  
6 me like I was an adopted stepchild, and  
7 that's a quote from him, and, I mean, she  
8 doesn't talk to me like I'm human. I  
9 mean, she just -- just doesn't even  
10 acknowledge me.

11 Any things that she had said  
12 to me since I have known her, or at least  
13 that first couple of months I have known  
14 her or thereafter, everything that came  
15 out from her -- I'm not going to say it,  
16 but everything that she said to me was  
17 negative.

18 Q. What do you mean "you were  
19 not going to say it"?

20 A. I was going to say anything  
21 -- everything that come out of her mouth.

22 Q. Was negative?

23 A. I don't want to phrase it  
24 like that, but everything that she said

WILLIAM HANSON,

1 to me has been just negative pretty much  
2 since I knew her.

3 Q. And you didn't see her do it  
4 to women in the store?

5 A. I have heard her doing it to  
6 other females, but I did not witness  
7 that.

8 Q. Okay.

9 A. And those are like a very  
10 rare few. You hear more about the men as  
11 far as them quitting because of her or  
12 getting terminated because of her or  
13 transferring because of her. I mean, you  
14 always hear it more from the men than you  
15 do from the females.

16 Q. So is that the only reason  
17 that you think it was because of your sex  
18 is because you didn't see her or hear her  
19 doing it to other women?

20 A. Also, the other thing is  
21 because of my race, too.

22 Q. Why do you think it was  
23 because of your race?

24 A. Because I don't know of

WILLIAM HANSON,

1 anybody that was of Asian descent that  
2 she treated that way. The Caucasians,  
3 whether they be female or male, that was  
4 just far and few between, but being that  
5 I seemed to be the only -- I have to look  
6 at myself because I'm the only Asian in  
7 that store that I could think of at the  
8 time. There were Hispanics, but this was  
9 different, and I don't know what the  
10 situation was, but I have -- I have no  
11 other reason but to believe that she had  
12 something against my national origin.

13 Q. What I am trying to get at,  
14 though, is why do you think it's because  
15 -- and let me clarify something before we  
16 get to that.

17 National origin and race, in  
18 this case, I assume we are talking about  
19 the same thing; is that right?

20 A. Same thing.

21 Q. And that's because you are  
22 Asian or Korean American; is that  
23 correct?

24 A. Yeah, it could be because --

WILLIAM HANSON,

1 parents, and then he started asking my  
2 parents and then myself, you know,  
3 because he saw my mom, didn't know what  
4 she was, trying to figure out what  
5 nationality I was. This is when my  
6 parents were around.

7 Q. Anybody else?

8 A. There's a lot more people,  
9 but I'm like not going to remember all  
10 the last names.

11 Q. Let me ask you this: Did  
12 you ever discuss your race or national  
13 origin, however you want to identify it,  
14 with Linda Myers?

15 A. Yeah, I have.

16 Q. Okay. Tell me about that,  
17 your discussions about your race with  
18 Linda Myers.

19 A. That goes back to when I --  
20 I don't know if you want me to talk about  
21 it. That goes back to when I worked for  
22 Lowe's.

23 Q. That's fine.

24 A. Okay? She knew I was going

WILLIAM HANSON,

1 through a tough time, back when she was  
2 working, going through school, just was  
3 stressed out, and I was trying to finish,  
4 but I was still --

5 Q. Let me back you up for a  
6 second.

7 Who was going through  
8 school?

9 A. Me, I was going through  
10 school, and towards the end of my school  
11 I was working at Lowe's full time, but  
12 they were still working around my  
13 schedule, which was cool, and she had  
14 mentioned taking martial arts because of  
15 the stress, and I told her I had a  
16 background in it, but didn't have the  
17 time for it because of being too busy  
18 with work and school.

19 And we started talking about  
20 just different martial arts and talking  
21 about Yoga and talking about the Asian  
22 culture and that's how she came to find  
23 out that I was half Korean.

24 Q. Did you tell her you were

WILLIAM HANSON,

1 half Korean?

2 A. Yes, sir.

3 Q. Was that the only time you  
4 ever discussed your race or national  
5 origin with Linda Myers?

6 A. I don't -- that was the only  
7 time because we never talked about it  
8 again.

9 Q. Yvette you never discussed  
10 it with?

11 A. No, sir.

12 Q. We were talking about the  
13 harassment that you claim Yvette  
14 Schreiber subjected you to, and the first  
15 one you gave me was she walked past the  
16 section you were in and said, this  
17 section looks like shit. What other ways  
18 did she subject you to harassment?

19 A. The very first day.

20 Q. What do you mean "by the  
21 very first day," your first day with  
22 Ideal?

23 A. Yes, sir. I was at the  
24 Dover store and, uhm, the labels -- the

WILLIAM HANSON,

1 beams needed to be painted the Lowe's  
2 color gray. I mean, they were just all  
3 scratched up from a cherry picker, which  
4 is a form of a forklift, that goes by for  
5 stocking way up high. It's like an  
6 elevator. And there was a lot of  
7 scratches and scuffs on it.

8 So I asked the department  
9 manager if they had any paint, and he  
10 said no, that I would have to get it  
11 billed out. So I went to Keith Dominick,  
12 he's the gentleman that referred Jeremy  
13 Leaman, I shouldn't say refer, but Jeremy  
14 Leaman did approach him on my background,  
15 and he's the one that gave him the nod to  
16 say okay.

17 Well, he happened to be in  
18 the store that day and I asked him, hey,  
19 this is what I am doing, I got to paint  
20 all the beams and electrical, and can I  
21 please get this paint and brush and  
22 everything billed out, which basically  
23 means the store pays for it, which I have  
24 done it many times with Spectrum and done

WILLIAM HANSON,

1 it as a Lowe's employee. It's really not  
2 a big problem at all.

3 So I got everything done,  
4 got the paint mixed, got the supplies to  
5 paint the beams with, and I brought it to  
6 the customer service desk, but you can't  
7 just take everything and paint it. I  
8 have to give it to customer service desk  
9 and scan everything and bill it out.

10 There's a specific way to do that that  
11 shows it hasn't been paid for, it is paid  
12 for by the store.

13 The only person that could  
14 help me at the time was Yvette. There  
15 was no other person. So I'm trying to  
16 get the job done. So I asked Yvette, and  
17 I said, Yvette, can I please get this  
18 billed out?

19 She goes, why?

20 I explained to her what  
21 needed to be done. I'm not trying to  
22 repeat myself, but the beams needed to be  
23 repainted because they were scuffed up  
24 from the cherry pickers and the shopping

WILLIAM HANSON,

1 carts and everything, and she goes, no,  
2 you pay for that.

3 And I said, Yvette, Keith  
4 just approved this to be billed out. He  
5 said it could be billed out.

6 She goes no, no, you want to  
7 paint it, you pay for it.

8 And I said, Yvette, call  
9 Keith, please. He will tell you that he  
10 said that.

11 She goes, I don't believe  
12 you.

13 I said, if you don't believe  
14 me, fine, just call him, believe him.

15 She couldn't get in touch  
16 with him right away, so it's probably  
17 about -- I mean, this was over 20 minutes  
18 she made me wait there. Then he finally  
19 got to the customer service desk. It was  
20 simple. Yeah, I did, I told him he could  
21 bill it out. It's no problem.

22 Then Yvette just looks at  
23 him like, are you sure? Keith is like  
24 yeah, he looked at -- looks at Yvette and

WILLIAM HANSON,

1 was befuddled by it, like why is this  
2 such a big deal, and going back to what I  
3 was saying, it's not really a big deal  
4 because I have had equipment, paint,  
5 tools billed out as a Lowe's employee and  
6 as the previous vendor. It's not a big  
7 deal. It's not. She made a big deal out  
8 of it. So I had to go through all that  
9 just to get the -- just trying -- I am  
10 just trying to make the beam look good.  
11 I mean, I'm doing her a service and she  
12 is just making my -- making it really  
13 difficult for me. So I had to go through  
14 all that to get it -- you know, to get --  
15 to paint the beams.

16 Q. Did you get your paint?

17 A. I got the paint, but I had  
18 to go -- I didn't feel as if I had to go  
19 through all that just to get the paint.

20 Q. So you had to wait a few  
21 minutes to get the paint?

22 A. I had to wait over 20  
23 minutes. At least half an hour.

24 Q. And then you got the paint?

WILLIAM HANSON,

1 A. Then I got the paint.

2 Q. And you painted the beams?

3 A. I painted the beams.

4 Q. Okay. What else did Linda  
5 Myers -- sorry, Yvette Schreiber do that  
6 you considered harassing?

7 A. One time, and this is just  
8 one time, I didn't have my vendor vest  
9 on, and usually it's not a problem as  
10 long as you had like a company shirt logo  
11 and that shows the ID color or emblem  
12 that you work for that company, then that  
13 would suffice.

14 At one time I didn't have my  
15 vest on. She called me from -- she  
16 called me from quite a ways, at least  
17 fifty or more yards, and saying, Mr.  
18 Hanson, what are you doing, like just  
19 really loud. Mr. Hanson, what are you  
20 doing? And she wasn't exactly telling  
21 me, but she said it in a way to where I  
22 would have to go all the way to the  
23 customer service desk and find out why.

24 So I went up to the customer

WILLIAM HANSON,

1 service desk and I asked her what's  
2 wrong.

3 She said, where is -- where  
4 is your vest at?

5 I said Yvette, I do  
6 apologize, I didn't have it with me, I  
7 left it at home and it's in the laundry,  
8 and then I didn't get a chance for it to  
9 dry.

10 She goes, you can't work in  
11 my store unless you wear a vest.

12 And I said, Yvette, I said,  
13 can I just -- and I borrowed one in Bear  
14 or Wilmington, I borrowed vests before,  
15 and it's not a problem. They will loan  
16 you one. I said, do you have one that I  
17 could borrow for the day?

18 She goes, no, you're going  
19 to buy one.

20 I said, how much is it?

21 And she said like 20 bucks  
22 or -- it seemed like it was a little bit  
23 too high, and don't quote me on that, but  
24 it was real expensive.

WILLIAM HANSON,

1 I said, that's a lot of  
2 money.

3 She goes, well, you got to  
4 leave my store.

5 I said, how about this -- I  
6 didn't want to disappoint Jeremy. I said  
7 how about this, how about I just get it  
8 out, just finish drying it up and I will  
9 come back.

10 And she goes, if you let it  
11 happen again, I don't want you back in my  
12 store.

13 And I was like, okay.

14 Q. So what did you do?

15 A. I left. I went -- had the  
16 vest go through the dryer, the vendor  
17 vest went through the dryer, and I came  
18 back and finished up my day.

19 Q. So you went home and dried  
20 it, put your vest on and came back?

21 A. Yes, sir.

22 Q. Didn't Jeremy Leaman give  
23 you more than one vest?

24 A. Yes, he did, but I lost the

WILLIAM HANSON,

1 other vest. I didn't know where it was  
2 at. I think I left it in the Middletown  
3 store, but I wasn't able to recover it.

4 Q. Were you supposed to wear  
5 your vest when you worked in the Lowe's  
6 store?

7 A. That's a good idea, to wear  
8 the vest, because it's a vest that says  
9 vendor on the back, so that way customers  
10 could differentiate the difference  
11 between a vendor and an employee, because  
12 most of the customers will see that, and  
13 not to say they will go there and leave  
14 you alone, but if they know they have to  
15 ask you a question, they will know they  
16 are better off going to a Lowe's  
17 employee, and it gives us a better chance  
18 to get our jobs done as far as inventory.

19 Q. So there's a reason for you  
20 to wear the vest?

21 A. Yeah.

22 Q. It's pretty important for  
23 you to wear it?

24 A. I am for it. It could also

WILLIAM HANSON,

1 deal with theft. I mean, you want to  
2 know who is working in your store,  
3 especially with vendors. If you have  
4 someone without a vest, you will be  
5 like -- it's not a customer, you know,  
6 who is it, so -- so for security reasons,  
7 so I'm absolutely for that.

8 Q. Could you then understand  
9 why it was that Yvette Schreiber wanted  
10 you to put your vest on?

11 A. Well, the thing with that  
12 is, again, with my previous vending jobs,  
13 if you were to wear a name tag, you can  
14 get working that day, and I had my Ideal  
15 Merchandising name tag pinned on a  
16 solid-colored shirt that says Ideal  
17 Merchandising, Will Hanson, Merchandiser,  
18 on the bottom.

19 I did the same thing with  
20 Spectrum and she never said anything.  
21 Spectrum had a really nice name tag. It  
22 was hard plastic. This one was just the  
23 card and it was hard to read. The one  
24 Spectrum had was a hard plastic one and I

WILLIAM HANSON,

1 wore it and she saw me with that  
2 frequently, you know, without the vest,  
3 and I had to do that because I'm always  
4 up and down on the ladder, you know, and  
5 the vest could catch on boxes. I'm  
6 always up and down the ladder, I'm moving  
7 boxes, getting underneath the bays,  
8 getting dirty. As long as you had a name  
9 tag, it would suffice.

10 I mean, Chris Borzero(ph),  
11 the store manager at Wilmington, he said  
12 it was okay. I even asked the store  
13 manager at Bear at the time and he said  
14 it was okay. And I did it in Dover, and  
15 I am not saying I asked Yvette's  
16 permission, but she did see me without a  
17 vest numerous times, so this one time I  
18 start with a new company, yes, I don't  
19 have any vest, but I have a name tag, and  
20 I don't think that would be an issue.  
21 For some reason she made it an issue that  
22 day. Why she never made it an issue last  
23 time, I will never understand, but it was  
24 a big issue this time.

WILLIAM HANSON,

1 Q. Do you have any idea whether  
2 she as the store manager was required to  
3 make sure that vendors had their vests  
4 on?

5 A. I don't -- I don't know her  
6 job description, sir.

7 Q. The other times that you  
8 mentioned that she saw you in the store  
9 without your vest on, was it just because  
10 you were lifting something or moving  
11 product around?

12 A. At the time, I was moving  
13 product around.

14 Q. Okay. But on this occasion  
15 you didn't even have your vest with you  
16 at all, did you?

17 A. Correct, I didn't have my  
18 vest with me.

19 Q. And you were not moving  
20 product around at the time, you were just  
21 there without your vest?

22 A. I was -- at the time when  
23 she called out my name, I was moving  
24 product around.

WILLIAM HANSON,

1           A.           I mean, it wasn't like I  
2 wouldn't say they had a good rapport or  
3 anything.

4           Q.           Is he one of the ones who  
5 quit because he didn't like Yvette?

6           A.           Yes, correct.

7           Q.           Okay. Any other instances  
8 of harassment that you were subjected to  
9 by Yvette Schreiber?

10          A.           Probably the ones that I  
11 already mentioned. I don't know if you  
12 want to go back to it from a different  
13 question. That's when I had called the  
14 corporate -- corporate office on her. A  
15 hostile environment was just more hostile  
16 because things did get worse after I  
17 called.

18                       -   -   -

19                       (Whereupon, Exhibit 4 was  
20 marked for identification.)

21                       -   -   -

22 BY MR. LEAHY:

23          Q.           Mr. Hanson, I'm showing you  
24 Exhibit 4. Have you seen this document

WILLIAM HANSON,

1 before?

2 A. I have never seen this, sir.

3 Q. Why don't you take a second  
4 and read through it, and I will point out  
5 a couple of things to you. There's a  
6 date on there of 12/3/03 --

7 A. Okay.

8 Q. -- and it refers to a -- it  
9 begins with vendor states. It says,  
10 vendor states that he constantly has  
11 run-ins with the store manager, Yvette  
12 Schreiber. I would like you to read  
13 through this and tell me if this relates  
14 to your complaint that you said relates  
15 to Lowe's corporate, and we will go off  
16 the record to do that, if you want.

17 - - -

18 (Whereupon, there was a  
19 discussion held off the record at  
20 this time.)

21 - - -

22 (Whereupon, there was a  
23 recess held at this time, 2:54 to  
24 3:01 p.m.)

WILLIAM HANSON,

1 BY MR. LEAHY:

2 Q. Mr. Hanson, are you ready?

3 A. Yes, sir.

4 Q. Mr. Hanson, looking at this  
5 customer care incident fax, does that  
6 sound like the complaint that you made,  
7 you said, I think, to Lowe's corporate  
8 about Yvette Schreiber?

9 A. Yes, sir.

10 Q. Correct?

11 A. Yes, sir.

12 Q. How did you make the  
13 complaint, can you tell me physically  
14 what it was that you did?

15 A. I, uhm -- I called, uhm,  
16 shortly -- it was shortly after the  
17 incident I called, and I don't know if  
18 they are factoring in a time difference  
19 in this or not, but right after the  
20 incident I called and I just had -- I  
21 called from home and this is basically  
22 where I told them that --

23 Q. Back up.

24 Who did you call?

WILLIAM HANSON,

1 A. I called Lowe's corporate  
2 office.

3 Q. What did you do, you called  
4 the main switchboard or what?

5 A. The number that I had, which  
6 I got from the human resources department  
7 at Lowe's.

8 Q. Okay. And when did you get  
9 it from the human resources department?

10 A. That day.

11 Q. Who did you talk to in human  
12 resources?

13 A. I got it from the wall.

14 Q. You got it from the wall  
15 outside of the human resources --

16 A. Outside the human resources  
17 department.

18 Q. Is this essentially the  
19 complaint that you made?

20 A. Yes, sir.

21 Q. Okay. And it says in there  
22 that you constantly have run-ins with the  
23 store manager, Yvette Schreiber?

24 A. Yes, sir.

WILLIAM HANSON,

1 Q. She always has smart alec  
2 comments and makes the work environment  
3 very unpleasant and stresses this vendor,  
4 that's you; is that correct?

5 A. Can I make a comment?

6 Q. Sure. Well, tell me if  
7 that's correct first. Is that the  
8 complaint that you made?

9 A. Can you please repeat that?

10 Q. Is that complaint what it  
11 says here?

12 A. I'm sorry, what you said  
13 before that.

14 Q. She always has smart alec  
15 comments and makes the work environment  
16 very unpleasant and stresses this vendor.

17 A. Yes, sir.

18 Q. Okay. What was your  
19 comment?

20 A. Yeah, this looks like -- I'm  
21 not going to say this is what I said  
22 verbatim. It looks like the person that  
23 I spoke with at the corporate office,  
24 that's their interpretation of what I

WILLIAM HANSON,

1 said, I guess like a synopsis. They took  
2 everything I said and put it in this  
3 paragraph. Those are not the words I  
4 would use. I wouldn't use smart alec and  
5 I wouldn't use -- there is some stuff in  
6 here that I wouldn't say so it's their  
7 interpretation of what I told them.

8 Q. Is it accurate? Is it  
9 consistent with what you told them?

10 A. Yes, sir.

11 Q. Okay. Is there any part of  
12 it that's inaccurate?

13 A. No, sir.

14 Q. Is there anything that they  
15 have -- other than you said you wouldn't  
16 use the word smart alec, I think, is  
17 there anything here that -- anything  
18 that's left out from this complaint that  
19 you told them?

20 A. No, sir.

21 Q. Did you tell them that it  
22 was because you thought it was because of  
23 your gender that Yvette Schreiber was  
24 doing this to you?